



General Assembly

Substitute Bill No. 1089

January Session, 2019



AN ACT CONCERNING CANNABIS AND THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective July 1, 2019*) (a) No employer is required
2 to make accommodations for an employee or allow an employee to (1)
3 perform his or her duties while under the influence of a cannabis-type
4 substance, or (2) possess, use or otherwise consume a cannabis-type
5 substance while performing such duties.

6 (b) An employer may implement a policy prohibiting the
7 possession, use or other consumption of a cannabis-type substance by
8 an employee, except as provided in section 21a-408p of the general
9 statutes, provided such policy is (1) in writing, (2) equally applicable to
10 each employee, and (3) provided to each employee prior to the
11 enactment of such policy. The employer shall provide any such
12 enacted policy in writing to each prospective employee at the time an
13 offer of employment is made by the employer to the prospective
14 employee.

15 (c) For purposes of this section, "cannabis-type substance" means
16 cannabis-type substance, as defined in section 21a-240 of the general
17 statutes, and "employer" and "employee" mean employer and
18 employee, each as defined in section 31-40q of the general statutes.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>July 1, 2019</i>	New section
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JUD *Joint Favorable Subst.*